



July 2022 Newsletter

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CASSA Project Updates

REGISTER TODAY: 11th Annual Health Equity Summit

SHIFTING AND SHARING POWER

COMMUNITY ENGAGEMENT FOR REDUCING HEALTH INEQUITIES


Thursday, July 14, 2022
 10:00 AM - 2:00 PM (ETD)


Zoom

[REGISTER NOW](#)

cassa_annualhealthequitysummit.eventbrite.com





ANNUAL HEALTH EQUITY SUMMIT

HOSTED BY:



COUNCIL OF AGENCIES SERVING SOUTH ASIANS

Register now: https://cassa_annualhealthequitysummit.eventbrite.com

The Council of Agencies Serving South Asians is pleased to announce that registration is now open for the 11th Annual Health Equity Summit. The summit will be held virtually through Zoom on Thursday, July 14, 2022 at 10:00 AM – 2:00 PM.

The Health Equity Summit is a recognizable event that CASSA hosts annually to address health-related disparities, particularly those that affect South Asian communities and other racialized communities. This year CASSA hopes to have conversations around community engagement.

We are delighted to announce the speaker lineup for CASSA's 11th Annual Health Equity Summit.
More to be announced.

- Camille Orridge - Wellesley Institute
- Jennifer Zelmer - Healthcare Excellence Canada
- Safia Ahmed - Rexdale Community Health Centre
- Dr. Andrew Pinto - Upstream Lab, St. Michael's Hospital, & University of Toronto Practice-Based Research Network

Register now: https://cassa_annualhealthequitysummit.eventbrite.com

Toxic Masculinity and Its Impact on Gender-Based Violence

The Understanding Toxic Masculinity and its impact on Gender-Based Violence and Intimate Partner Violence in South Asian Communities project is currently in its formative evaluation stage. During this stage, the team is working on consulting experts and community leaders on best practices when it comes to research methodology and design for the focus groups that will take place later this year. If you are interested in learning more about this project please contact maryam@cassa.on.ca

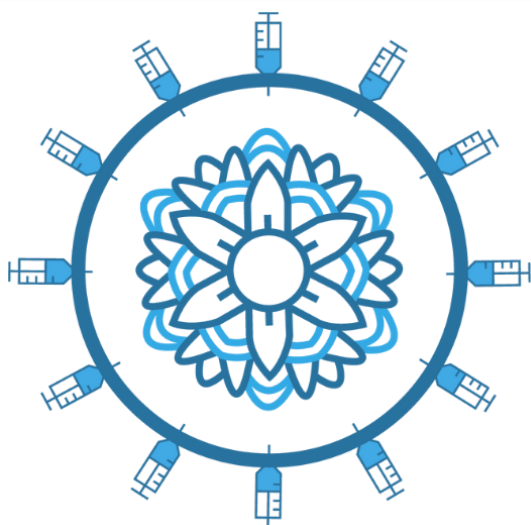
Hate Crime Reporting Project

Have you, a loved one, or an acquaintance, experienced hate crimes motivated by discrimination, bias and prejudice based on race/ethnicity, religion, gender, etc.? Have you thought about reporting this hate incident/crime? Did you know where to go and who to report to?

The hate crime reporting project has concluded community consultations and we are now using these insights to develop training materials and recommendations for police services. We have developed an [Anonymous Hate Crime Reporting Community Tool](#) through which community members can report their hate crimes, and share their experience with reporting and suggestions on how to improve the reporting process.

This is an open call to encourage all community members from Toronto, Peel, York Region and Ottawa to complete and share this anonymous reporting tool to inform future police reporting services for the benefit of the broader community. Please click on the hyperlink above or the link below to access the tool and learn more about it.

<https://forms.gle/HNK6xgzfXFs98ppQZ>

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SOUTH ASIAN VACCINE ENGAGEMENT COLLABORATIVE

For July, SAVEC is finishing up our animation poetry series and launching our ZINE. Both projects shed light on the experiences of South Asians this last year as a result of COVID waves and lockdowns. Animations can be viewed on our social media and the ZINE will be shared on our website. SAVEC's approach to vaccine engagement for 2021 was to create timely content on vaccines and translate educational resources. We are now shifting our focus on hosting peer-to-peer support sessions and relevant training events. Please get in touch with Wardah Malik, wardah@cassa.on.ca, to request specific training and webinar topics.

National GBV Research Project

The GBV study has reached its final week of analysis. The team has worked hard to study the data we had collected and produced analyses that are interesting within the Canadian South Asian context as it pertains to the pandemic and beyond. The coming month will consist of writing a thorough report with all our analyses within the context of four currently planned themes. These themes are as follows: awareness, service delivery: gaps and successes, the role of immigration status, and finally, broad systemic issues. More themes may be added as we proceed. Beyond the report, we are planning to produce effective media as well as briefs that may be of use to individual relevant sectors.

Opportunities

CASSA is looking to fill THREE board vacancies this summer. If you or someone you know wants to work for a social justice organization that is growing incredibly fast and making positive systemic changes, please apply for one of our Board of Director vacancies. Specialization in Human

<https://secure.collage.co/jobs/cassa/31729>



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2022 CASSA Board Recruitment Applications

Applications should be sent no later than July 17th, 2022.

Position Title : Board Member
Total Vacancy: 3

The Council of Agencies Serving South Asians (CASSA) is an umbrella agency that supports and advocates on behalf of existing as well as emerging South Asian agencies, groups, and communities in Canada. CASSA's primary advocacy goal is to empower the South Asian Community. As part of its mandate, CASSA is committed to the elimination of all forms of discrimination from Canadian society in solidarity with other immigrant and Indigenous communities.

CASSA is governed by an 11-member **volunteer community** Board of Directors. Board Directors strategize on the current and future trajectory of the agency. In this capacity, the Board provides input on communications, fundraising, grant writing, strategic planning, stakeholder relations, and other governance activities.

Our multi-year strategic plan is ambitious and expansion-oriented: to broaden our annual project list, to grow our regional network in Southern Ontario, and to diversify our funding streams to support this expansion sustainably.

Qualifications

We are looking for board members with an understanding of **organizational growth, anti-oppression and anti-racism frameworks, and strategic planning in a non-profit setting.**

We are looking to fill **three (3)** Board Director vacancies. We are seeking applicants with specialized skills in the following areas:

1. Fundraising & Grant-Writing
2. Human Resources
3. Human Rights & Legal Service

This volunteer leadership opportunity calls for community members with a vested interest in bettering the quality of life of all South Asians in Canada, regardless of status, and of all persons in Canada in general. Preferences will be given to individuals from the South Asian community.

- Contribute to the on-going development and implementation of the agency's long-term strategic plan and vision.
- Ensure that CASSA's programs and services reflect the agency's mission and vision.
- Support the agency's activities especially its fundraising, its community education/outreach, and advocacy work.
- Attend and contribute to at least 10 of 12 monthly Board Meetings including mandatory attendance at CASSA's AGM.
- This may include additional meeting(s) in a month
- Have a clear understanding of the agency's by-laws and operate accordingly.
- Commit approximately 5-10 hours per month for CASSA's governance work.

Please note: Board Directors are asked to volunteer a minimum of 2 years in this capacity.

Skills and Expertise

We will give preference to those with expertise in one or more of the following areas:

- knowledge or experience (including volunteer) working in organizational growth, anti-oppression and anti-racism frameworks, and strategic planning in a non-profit setting.
- Public relations and communications
- Understanding or experience in Human Resource/ Human Rights and Legal.
- Strategic planning and performance management
- Stakeholder engagement, in particular provincial government relations
- Demonstrated leadership roles
- Understanding of Board Governance Practices
- Fundraising and grant writing

How To Apply

Applications should consist of:

1. A Resume/CV
2. A one-page cover letter stating your interest in joining CASSA, your experience in community organizations or non-profits, and how you can support CASSA in one of the three requested specializations (Fundraising & Grants, Human Resources, or Human Rights / Legal).

All applications should be sent in confidence to: The Board Recruitment Committee: chair@cassa.on.ca

CASSA is committed to employment equity & encourages applicants from equity-deserving groups. We appreciate all responses, however, only candidates selected for an interview will be contacted,

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**South Asian Legal Clinic of Ontario (SALCO)
Social Worker / Social Service Worker
2022-2025**



The South Asian Legal Clinic of Ontario (SALCO) is a non-profit community based legal clinic that provides clinic law services to low income people who identify as South Asian. Our work includes individual case work, public legal education, law reform, and community development activities in the areas of housing, income maintenance, immigration, human rights, gender-based violence, and employment law.

We are looking for an enthusiastic social worker or social service worker to join our team from July/August 2022 – March 31, 2025. Annual salary is \$54,600 (\$30.00 per hour). The position also includes extended health benefits, a 5.5% (of salary) RRSP contribution, and four weeks of vacation annually.

Duties and Responsibilities

- ❖ Provide holistic service that meets the legal and non-legal needs of people living in poverty, based upon social work principles, ethics, and professional knowledge base.
- ❖ Collaborate with the legal team and consult on case files using social work principles, values, ethics and knowledge
- ❖ In consultation with the legal team, support case work by providing direct assistance to clients to advance their goals, and work with clients to develop strategies for problem solving.
- ❖ Focus areas will be related to assisting clients facing gender-based violence, lack of immigration status, homelessness, and barriers to access to income supports.
- ❖ Work independently with confidence in problem solving, making decisions, and exercising judgement.
- ❖ Develop relationships and work collaboratively with community supports/agencies to provide warm referrals and coordinate services.

Qualifications and Experience

- ❖ Bachelor of Social Work (BSW) degree or social services diploma, or commensurate education and experience.
- ❖ Experience working with vulnerable individuals from racialized communities
- ❖ Demonstrated commitment to social justice and working for positive social change on issues that affect low income individuals and groups.
- ❖ Strong communication and interpersonal skills.
- ❖ Collaborative work approach and the ability to work well in a team based environment.
- ❖ The ability to speak a second South Asian language is a significant asset.

Application Process: Each applicant should forward the following: Cover letter, Resume, Names and contact information for 1-2 references

Please apply via email by Friday, July 15, 2022: South Asian Legal Clinic of Ontario (SALCO): Hiring Committee: vanathy.w@salco.clcj.ca

We thank all applicants for their interest. **Only those selected for interviews will be contacted in mid-July 2022.**

SALCO is an equal opportunity employer and welcomes applications from historically disadvantaged groups.



Study Information

PROJECT OVERVIEW

Border(ing) Practices: Systemic Racism, Immigration & Child Welfare is a collaborative research project led by researchers at the University of Toronto and the University of Victoria working in partnership with child welfare, immigration, and gender-based violence service providers and advocates within Ontario and British Columbia.

This research aims to understand how immigration policies, in concert with systemic racism, shape child welfare policies and practices with children, youth and families.

BACKGROUND INFORMATION

Immigrants represent a sizable proportion of Canada's population, with 1 in 5 people (21%) identifying as foreign-born in the 2018 Census, the majority of whom are also racialized as "visible minorities" who originate in countries in Asia and Africa. While Canada continues to admit high numbers of permanent residents (i.e., newcomers), a growing proportion of immigrants have a precarious legal status as temporary workers, students, refugee claimants or undocumented residents. Immigrants with precarious status face numerous barriers to accessing services, experience economic hardship, have higher rates of transnational family separation, and often fear being deported from Canada if they seek help from health or social services.

While child welfare services are paying closer attention to racial disparities among Indigenous and Black children that interact with their services, the role that immigration status plays in child welfare practices remains poorly understood.

WHAT WE ARE DOING

Using an intersectionality-based research design, our research objectives aim to:

- 1) Critically analyze how social work research with immigrants in Canada attends to racism and precarious migratory status.
- 2) Examine how child welfare policies and regulations guide child abuse assessment and services with immigrant families in ON and BC through: a) discourse analysis of policy documents and b) in-depth interviews with policymakers and service providers working with immigrants.
- 3) Foster knowledge exchange among service providers and immigrants who are directly impacted by child welfare services towards improving equitable outcomes for racialized immigrants.

RESEARCH GOALS (Jan to July 2022)

- *Continue ethnographic observation* of workshops related to systemic racism, gender-based violence and/ or child welfare.
- *Conduct individual and focus group interviews* with child welfare policymakers and service providers working in ON & BC.

OUTREACH/DISSEMINATION GOALS for 2022

- *Host community forums* to discuss shared concerns and advocacy goals that support immigrant families involved with child welfare services.
- *Facilitate webinars and workshops* on critical service navigation for racialized immigrants who have a precarious status.



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Systemic Racism, Immigration & Child Welfare

February 2022

WHAT WE ARE LEARNING

Social Work Research with Immigrants in Canada

- Out of 124 social work articles in our sample, the term immigrant is often undefined or used ambiguously to refer to people who migrated to Canada.
- While some studies focus on immigrants who have a common ethnic or cultural identity (e.g. Black, South Asian, Chinese), relatively few studies include information on research participants' immigration status.
- A relatively small proportion of social work research includes an explicit anti-racist or anti-colonial lens.

Child Welfare Policies and Regulations in Ontario and British Columbia

- Three out of four policy documents we retrieved from the BC and ON governments make no mention of immigrants or immigration.
- When immigrants are addressed in policy documents, child welfare workers' use of discretion and the needs of the child (vs. the caregiver) are emphasized; attention to immigrants primarily focusses on cultural differences.
- There is newfound attention to the child welfare system's role in supporting children/youth in care to apply for citizenship, but less clarity around supporting caregivers who have a precarious status.

Silences at the Intersection of Gender-based Violence, Child welfare & Immigration

- Trainings on risk assessment for gender-based violence in immigrant communities pay less attention to children, child abuse, or child welfare involvement.

PROJECT FUNDING

This research is supported by the Social Sciences and Humanities Research Council, 2019-2023.

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 Rhonda Hackett (*UVic*), Bryn King (*UofT*)

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CONTACT: borderingpractices@utoronto.ca



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DO YOU WORK WITH IMMIGRANTS WHO ARE INVOLVED IN THE CHILD WELFARE SYSTEM?

Our research team is exploring how the child welfare system works with immigrant youth and families in Ontario and British Columbia.

If you currently work as a:

- [Child Welfare Executive/ Director/ Supervisor](#)
- [Child Welfare Manager/ Administrator](#)
- [Front-line Child Welfare Worker](#)
- [Legal Advocate or Support Person](#)
- [Community-Based Service Provider](#)

We would like to invite you for an interview to learn from your experience and perspective.

Interviews are voluntary, confidential, and conducted remotely. Honoraria will be available.

For information contact:
borderingpractices@utoronto.ca

BORDERING PRACTICES IS A COLLABORATIVE RESEARCH PROJECT LED BY RUPALEEM BHUYAN (UNIVERSITY OF TORONTO) & MANDEEP MUCINA (UNIVERSITY OF VICTORIA) WITH FUNDING FROM THE SOCIAL SCIENCES AND HUMANITIES RESEARCH COUNCIL.



Ontario Trillium Foundation Capital grants

Starting July 6, 2022, eligible organizations can apply for a Capital grant. Capital funding can help your non-profit address a community need by improving your facilities and spaces. Whether it's purchasing equipment, building a new space, or completing renovations, retrofits or repairs, Capital grants support projects that will have a positive impact in your community.

Grant application deadline is August 3, 2022, 5 PM. ET

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- [Attend a webinar](#) to learn more about Capital grants and OTF's eligibility requirements.
- [Book a 15-minute coaching call](#) to discuss your project.
- Contact OTF's Support Centre for general inquiries at otf@otf.ca or 1 800 263-2887.

CPAC-RBC Enhanced Mentorship Program

Mentorship has proved one of the most effective ways of helping young people start a professional career in Canada. The CPAC-RBC Enhanced Mentorship Program aims to assist young people aged 21 to 35 in gaining knowledge of the Canadian workplace, learning job search and related soft skills, and finding professional employment in their fields of training through the guidance and advice of established professionals (mentors). This is an enhanced mentorship program, with the additional components of employment counselling and systemic skills training to make the participants (mentees) job ready.



Program Eligibility

- Ages 21 to 35
- Immigrants or children of immigrant families
- International students
- Graduated from college or university
- CLB level 7 or above
- Legally entitled to work in Canada

Program Contents

- Mentoring by established professionals (12 weeks)
- Effective communication skills training
- One-on-one employment counselling
- Job search workshops
- Resume writing and interview preparation with experienced career coach
- Internship and work placement opportunities
- Networking with employers
- Connection with professional associations

**For registration and inquiries, please contact
Margaret Zou at (416)-298-7885 x105 or
Margaret.zou@cpac-canada.ca**



This program is supported by
RBC Royal Bank



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MAS
Pro Bono Consulting for Non-Profits

Management Advisory Service (MAS) provides free expert consulting services in Strategic Planning, Governance, HR, Fundraising, Finance, Marketing and IT Planning. They've helped hundreds of organizations, including several CASSA agencies, achieve the capacity needed to serve their communities better. As members of CASSA themselves, their current strategic focus is to do more to assist underserved agencies and those serving marginalized or racialized communities.

If your organization could benefit from free expert advisory services, visit www.masadvise.org to take the first step.



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If your organization could benefit from free expert advisory services, visit www.masadvise.org to take the first step.

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Pro Bono Consulting for Non-Profits

Do you need help with Finance?

MAS (www.masadvise.org) provided free services to the CASSA agency **Social Service Network for the York Region** and they had this to say about it:

"Brian was open to listening to the needs of the client and his follow up was amazing. He also made the materials easy to digest for members who had minimal understanding of the subject matter."

MAS has over 70 volunteer professionals who provide free advisory services in Strategy, Governance, HR, Finance Fundraising, Marketing and IT.



In the News

[Canada-bound Afghans left in the dark after two charter flights from Islamabad are cancelled](#)

Afghan evacuees disembark a flight from Afghanistan at RAF Brize Norton on August 26, 2021.

[What the truck? The 'freedom convoy' protesters are heading back to Ottawa](#)

Police take a person into custody as they worked to clear an area on Rideau Street during a convoy-style protest participants called 'Rolling Thunder' in Ottawa in April 2022.

[This Canada Day, settler Canadians should think about land back](#)

Two women kayak on a waterway called the sanctuary located on Crown land north of Bobcaygeon, Ont.

[New immigrant service centre opens to help newcomers](#)

Centre for Immigrant and Community Services executive director Alfred Lam speaks to the audience about growing up in Canada.

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Western University student Safa Khan's full name is listed in the surname field on her Canadian passport. The mother of two's first name reads XXX, something she had no control over and that gives her plenty of issues.

[Ethno-racial minorities in Canada have less access to affordable housing than white people](#)

A new study on Canada's affordability crisis has found that visible minorities have less access to affordable housing than whites in Canada.

[Peel school board announces new policy following allegations of systemic racism](#)

The Peel District School Board's policy comes two years after it was the subject of an investigation by a Ministry of Education-appointed third party on allegations of systemic racism.



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